

**BEFORE THE PROFESSIONAL STANDARDS COMMISSION
OF THE STATE OF IDAHO**

In the matter of the certificates of:

MICHELLE L. REEDY,

Respondent.

Case No. 22432

**FINDINGS OF FACT, CONCLUSIONS
OF LAW AND FINAL ORDER**

On February 11, 2025, this matter came before a hearing panel of the Professional Standards Commission of the State of Idaho (“Hearing Panel”) for an administrative hearing. The hearing was conducted to consider the allegations outlined in the Administrative Complaint filed against Michelle L. Reedy (“Respondent”) by Cina Lackey, Chief Certification Officer for the State of Idaho, Department of Education (“Complainant”).

Based upon the findings of fact and conclusions of law set forth herein, this Hearing Panel voted as follows:

1. Respondent’s Motion to Dismiss, Paragraph C, filed on February 6, 2025 is hereby denied and
2. A letter of reprimand is to be issued to Respondent which shall state that Respondent is requiring to complete a Professional Standard Commission (“PSC”) approved ethics course and a PSC approved boundaries course within six months of the date of the letter of reprimand.

This written Final Order serves to memorialize the Hearing Panel’s decisions.

PROCEDURAL HISTORY

1. On October 21, 2024, Complainant filed and served an Administrative Complaint against Respondent seeking Respondent’s certification be revoked.

2. On November 19, 2024, Respondent, by and through her attorney, disputed the allegations detailed in the Administrative Complaint and requested a hearing.
3. On December 27, 2024, the Professional Standards Commission issued a Notice of Hearing scheduling this matter for an administrative hearing on February 11, 2025.
4. On January 16, 2025, Respondent's attorney filed a Motion for Discovery requesting discovery from the PSC.
5. On January 16, 2025, Respondent's attorney filed a Written Notice of Disqualification requesting to remove Clara Allred as Chair.
6. On January 16, 2025, Respondent's attorney filed a Motion for Bill of Particulars requiring that the PSC submit a Bill of Particulars.
7. On January 16, 2025, Respondent's attorney filed a Formal Request to Reset Hearing.
8. On January 21, 2025, the PSC issued an Amended Notice of Hearing replacing the previous Chair with Michael Wilkinson.
9. On January 23, 2025, Presiding Officer Karen Sheehan issued an Order Denying Respondent's Motion for Bill of Particulars, and Order Denying Respondent's Formal Request to Reset Hearing and an Order Denying in Part and Granting in Part Respondent's Motion for Discovery.
10. Per the Scheduling Order, both parties submitted their Statement of Proposed Witnesses and Exhibits on January 31, 2025, for the Hearing Panel's review.
11. On February 6, 2025, Respondent's attorney filed a Motion to Dismiss and an Objection to Proposed Exhibits, Complainant's Ex. 1 and Ex. 4.

12. On February 7, 2025, the Complainant's attorney filed an Opposition to Objection to Proposed Exhibits.

13. On February 10, 2025, Presiding Officer Karen Sheehan issued an Order denying Respondent's Objection to Proposed Exhibits and an Order denying Respondent's Motion to Dismiss in part and stating the remaining Paragraph C must be decided by the Hearing Panel.

14. On February 11, 2025, an administrative hearing in this matter was conducted before the Hearing Panel at the City of Fairfield Government Office – 407 Soldier Road, Fairfield, Idaho. During the hearing, Deputy Attorney General Kyle Grigsby represented the Complainant and attorney Alyssa R. Jones represented the Respondent. Mike Wilkinson served as Chair for the Hearing Panel. Beliz Garcia and Tanya Beard served as the other members of the Hearing Panel. Karen Sheehan, Deputy Attorney General, served as legal counsel for the Hearing Panel.

15. The Hearing Panel excluded all witnesses until after they had testified.

16. The parties previously had discussed and agreed upon exhibits. Complainant offered documentary evidence in the form of Exhibits 1 through 6. Respondent offered documentary evidence in the form of Exhibits A through Q. The parties stipulated to only use Complainant's Exhibit 5 as it had been redacted and to remove Respondent's Exhibit F which was the same document but unredacted. The Hearing Panel admitted all offered exhibits into evidence.

17. The Hearing Panel received verbal testimony from the following witnesses:

- Complainant's witnesses: Janet Williamson; Wendy Strickler; and Candice Smith.
- Respondent's witnesses: Tami Evans; Chelsea Tupper; and Respondent.

18. The Hearing Panel deliberated after all exhibits and testimony was completed.

FINDINGS OF FACT

19. Respondent was employed by the Camas County School District (“District”) as a secondary math teacher for approximately ten years prior to the 2023-2024 school year.

20. The Hearing Panel received testimony from Janet Williamson, Superintendent of Camas County School District who issued the Letter of Plan of Assistance to Respondent on January 9, 2023, *Complainant Ex. 1*. It was explained by Ms. Williamson that Respondent discussed inappropriate topics with students that exceeded proper professional boundaries between teacher and student.

Ms. Williamson further testified to the Hearing Panel the reasons for issuing Respondent the Letter of Concern Regarding Professional Standards on November 27, 2023, *Complainant Ex. 2*. Students, parents and teachers reported to Ms. Williamson that Respondent used inappropriate sexual innuendos and actions with students. She explained that these statements and actions embarrassed and humiliated the students.

Ms. Williamson testified to the two separate letters issued to Respondent on or about April 24, 2024. Respondent was placed on probation by Camas County School District, which included a paid leave of absence for the remainder of the 2023-2024 school year. *Complainant Ex. 3*. Respondent was also issued a Letter of Reprimand-Misconduct. *Complainant Ex. 4*. It was reported to Ms. Williamson by a colleague that Respondent shared confidential personal information regarding said colleague with students, engaging in gossip and negative interactions. *Complainant Ex. 5*. She testified this was corroborated by Respondent.

24. The Hearing Panel received testimony from Respondent about the circumstances around receiving the Letter of Concern Regarding Professional Standards on November 27, 2023, *Complainant Ex. 2*. In her testimony, Respondent stated she entered another teacher’s classroom

and was uncomfortable with how two students were sitting and made a comment to them. She later apologized to the students and staff. Respondent produced an apology letter she provided to Ms. Williamson the day after she received the Letter of Concern. *Respondent Ex. E.* Respondent went on to testify that she thought she had made amends.

The Hearing Panel also received testimony from Respondent about the incident that occurred on April 17, 2024 when she shared information about a colleague's affair to the colleague's daughter, who was one of Respondent's students. She testified she was devastated after seeing the student's reaction. Respondent thought the student knew about her mother's affair. She further testified she quickly changed the subject and any details of what Respondent knew about the affair were not discussed with the student. *Respondent Ex. J.* Respondent testified she did not do this out of malice or spite.

28. Respondent submitted her Letter of Resignation to be effective June 3, 2024. *Respondent Ex. L.*

29. Respondent testified she is currently employed by an online school that is a good fit for her.

30. Respondent was receptive to taking an ethics course and boundaries course when discussed by the Hearing Panel.

CONCLUSIONS OF LAW

31. This Hearing Panel has authority under Idaho Code §33-1208 to hear this contested case initiated by Complainant against Respondent.

32. The Hearing Panel has authority under Idaho Code §33-1209 to revoke, suspend, issue a letter of reprimand, or place reasonable conditions on any certificate for violations of the statutes and rules governing Idaho professional educators.

33. In accordance with Idaho Code §§ 33-1208 and 33-1209, the Hearing Panel determined a letter of reprimand should be issued by the PSC to Respondent and that the letter should include the requirement that Respondent complete a PSC-approved ethics course and a PSC-approved boundaries course within six months of the date of the letter of reprimand.

HEARING PANEL ANALYSIS

During deliberations at the end of the hearing, the Hearing Panel motioned to have the PSC issue a letter of reprimand to Respondent which was to include the requirements that Respondent complete PSC-approved ethics and boundaries courses. The Hearing Panel stated during its deliberations that it was making its decision based on the evidence and a clear expression of remorse and sadness by Respondent. The Hearing Panel discussed that Respondent acknowledged what she had done, and that she verbally apologized to students and staff, as well as provided written apology letters for both incidents. *Respondent Ex. E and Ex. J.* The Hearing Panel further discussed that, from the evidence, Respondent is a good math teacher and good math teachers are hard to find. In addition, Respondent appears to have found a school where she is a good fit.

FINAL ORDER

IT IS THE FINAL ORDER of this Hearing Panel, based upon the findings of facts and conclusions of law set forth herein, that (1) Respondent's Motion to Dismiss, Paragraph C is denied, and (2) that the PSC issue a letter of reprimand to Respondent's file and that the letter include the requirement that Respondent take a PSC approved ethics course and a PSC approved boundaries course within six months of the date of the letter.

Dated this 5 day of March, 2025.



MIKE WILKINSON
Hearing Panel Chair

REVIEW OF FINAL ORDER

THIS IS A FINAL ORDER OF THE HEARING PANEL. Any party may file a Petition for Reconsideration of this Final Order within fourteen (14) days of its service date. The Hearing Panel is required by law to dispose of a Petition for Reconsideration within twenty-one (21) days of its filing or the Petition for Reconsideration will be considered to be denied by operation of law. *See Idaho Code § 67-5243(3).*

Petitions for Reconsideration of this Final Order may be filed by mail addressed to the Professional Standards Commission, Department of Education, Statehouse, Boise, ID 83720-0027, or may be delivered to the Department of Education, Len B. Jordan Building, Room 200, 650 West State Street, Boise, Idaho, and must be received within fourteen (14) days of the service date of this Final Order.

Judicial Review

Pursuant to Idaho Code §§ 33-1209(8), 67-5270, and 67-5272, any party aggrieved by this Final Order or by another Order previously entered in this Contested Case may obtain Judicial Review of this Final Order and of all previously issued Orders in this Contested Case by filing a Petition for Judicial Review in the District Court as provided by those sections.

A Petition for Judicial Review must be filed within twenty-eight (28) days of the service date of this Final Order, or, if a Petition for Reconsideration is timely filed, within twenty-eight (28) days of the service date of a final order on the Petition for Reconsideration or denial of the Petition for Reconsideration by operation of law. *See Idaho Code §§ 67-5246 and 67-5273.*

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on March 10, 2025, I caused to be served a true and correct copy of the foregoing by the following method to:

Alyssa R. Jones
Trout & Jones, PLLC
3778 N. Plantation River Dr., Ste. 101
Boise, ID 83703
Counsel for Respondent

- U.S. Mail
- Hand Delivery
- Certified Mail, Return Receipt Requested
- Overnight Mail
- Email: ajones@trout-law.com

Kyle Grigsby
Deputy Attorney General
P.O. Box 83720
Boise, ID 83720-0010
*Attorney for the
Chief Certification Officer*

- U.S. Mail
- Hand Delivery
- Overnight Mail
- Facsimile:
- Email: kyle.grigsby@ag.idaho.gov
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Idaho State Department of Education
Professional Standards Commission
Attn: Annette Schwab
P. O. Box 83720
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- U.S. Mail
- Hand Delivery
- Overnight Mail
- Facsimile:
- Email: aschwab@sde.idaho.gov

/s/ Karen Sheehan

KAREN SHEEHAN
Presiding Officer